

Date: July 9, 2012

To: SPIRIT Review Committee

From: Kinney Spray

Nominated Employee: Barry Reder

I would like to nominate Barry Reder for the SPIRIT Award this quarter. In the rest of this letter I am going to give you the reasons that I think he deserves the City of Germantown SPIRIT Award.

### **Service Excellence**

Barry is the type of employee that everyone in the department can count on, he tries his best to satisfy the needs of our customers which are the citizens of Germantown. Barry really takes time and talks the citizens and identifies their needs showing concern and compassion for all.

Barry respects others and is always courteous friendly. He always finds the time to do his job and gives the citizens information corresponding in an ethical timely manner.

Barry is very good about providing reports and supplying information to supervisors in way where you don't have to follow up and ask questions later, he does this by keeping a log of everywhere he works on a daily basis since beginning his employment with the city.

### **Producing A+ Results**

Barry is a perfectionist he only wants the best and when he is asked to complete a task he is going to give you the best it can be. He has a knack for perfection and treats everything like he is doing it for himself.

Barry is really good when he gets a new employee he lets them know what is expected of them, but he offers them the hands on training to the point they understand the job thoroughly before asking them to do it alone.

Barry is not a crew supervisor who stands back watches the crew when it is time to get and get with it he gets right in and helps them, if he sees some of them struggling he doesn't mind giving that helping hand.

### **Initiative**

Barry is always looking at better ways to do things and maximize time and value. He doesn't mind change he actually enjoys change from time to time instead of doing the same thing all the time.

Barry helped set up two salt bryn tanks so that we could start putting down salt bryn on some of our areas of town with lots of hills so that we could make snow removal easier. He also took it upon himself to put down salt bryn on Deep Valley before one of recent snows and he and his crew received a thank you letter from Emile David in Deep Valley Cove for thinking of the residents who had to go up the hill at Deep Valley and Riverdale.

### **Responsible**

Barry and his men are one of the few crews who still have some the tools we bought for them 10 years ago he had a chainsaw so old that vehicle maintenance had taken it off the equipment list because it had never been in the shop. He really does a super job of locking tools up and keeping track of them but most of all he takes care of them.

Barry is always straight forward and honest and he makes sound decisions so that there are not a lot of problems because he tries to stop it before it shows up. He also tackles problems head on and he is always responsible for his actions.

Barry always treats all his men fairly every year he takes his crew out to lunch for Christmas and pays for it out of his own pocket. This is how he shows his crew his appreciation for them and their hard work.

### **Innovative**

Barry is the most innovative employee in our department and the reason I say this is because he and his men always get the special task like the Riverdale Playground Project and the Dogwood Playground Project meeting the deadlines on both not causing inconvenience to the schools at all.

Once they seen exactly what Tom and Play Core wanted they got the ball rolling and made it work. I am not going to say that Barry and his men did all the work but I promise they did about 95% of it.

Barry and this crew worked at Riverdale for the month of August every day the temperatures exceeding 100 degrees this crew worked never complaining and their innovative ability decided when it came time put down 42 pallets of sod, they needed to do it before the sun got way up and became sweltering hot. Barry decided to check and see about starting at 4:00 in the morning and get it all down before the hottest part of the day.

### **Teamwork**

Barry is really team player and he doesn't mind pulling his load always helping our department not matter what the situation. Barry has been a big help to Bobby and myself especially in emergency situations, no matter what time we call with trees down during storms or snow on the ground he gets up and comes in to help us.

Barry works his men in a respectful manner and treats everyone fairly and hopefully this is proof enough he deserves the SPIRIT Award.